

UNAC Proposal Presented 9/13/21

UA Counterproposal 1 Presented 10/4/21 ~~rejected language from UNAC~~

UNAC Counterproposal 2 Presented 10/5/21 ~~rejected language from UA~~

UA Counterproposal 2 Presented 10/19/21

UNAC Counterproposal 3 Presented 10/25-26/21

UA Counterproposal 3 Presented 11/8/21

UNAC Counterproposal 4 Presented 11/9/21

UA Counterproposal 4 Presented 11/15/21

UNAC Counterproposal 5 Presented 11/16/21

~~Proposed language~~ in either font color highlighted in gray have not been rejected or changed by the other team in counter proposals.

## ARTICLE 3

### *Recognition*

3.1 The ~~UA Administration~~ University University recognizes United Academics as the sole and exclusive representative for the members of the bargaining unit described below:

All regular non-adjunct faculty in the following ranks, ~~positions, and roles~~: Instructor, Assistant Professor, Associate Professor, Professor; Research Assistant Professor, Research Associate Professor, Research Professor; Visiting Instructor, Visiting Assistant Professor, Visiting Associate Professor, Visiting Professor; Cooperative Extension Faculty and/or Agents, Post Doctoral Fellows; Librarians, ~~Ce~~ounselors, ~~R~~ehabilitation ~~F~~aculty, ~~A~~advisors, ~~cooperative extension agents~~, and other academically related personnel, ~~such as program coordinators or program chairs~~, and ~~Department/Program Heads/Chairs/Coordinators~~ department heads/chairs department heads/chairs ~~Department/Program Heads/Chairs/Coordinators~~ department heads/chairs.

3.2 Excluded from the bargaining unit are ~~post doctoral fellows during their first, second and third years of employment, visiting faculty in their first year of employment, and f~~faculty who are in the United Academics Adjuncts bargaining unit, ~~post doctoral fellows during their first, second and third years of employment, visiting faculty in their first year of employment. In addition, excluded are post doctoral fellows during their first, second and third years of employment, visiting faculty in their first year of employment. In addition, excluded are post doctoral fellows during their first, second and third years of employment, visiting faculty in their first year of employment. In addition, excluded are post doctoral fellows during their first, second and third years of employment, visiting faculty in their first year of employment. In addition, excluded are post doctoral fellows during their first, second and third years of employment, visiting faculty in their first year of employment. In addition, excluded are~~ and all other employees of the University of Alaska including, but not limited to, employees in the above ranks who are supervisory or confidential. ~~or who are employed (a) by a community college, (b) at an extended site (i.e., site of a present or former community college), (c) as vocational technical instructors, or (d) to teach exclusively at the lower division level.~~ The ~~UA Administration~~ university uUniversity will not make a claim that ~~Department/Program~~

~~Heads/Chairs/Coordinators~~ department ~~heads/chairs~~ department ~~heads/chairs~~  
~~Department/Program Heads/Chairs/Coordinators~~ department heads/chairs are supervisors  
based solely on their status as ~~Department/Program Heads/Chairs/Coordinators~~  
department ~~heads/chairs~~ department ~~heads/chairs~~ ~~Department/Program~~  
~~Heads/Chairs/Coordinators~~ department heads/chairs or on their participation in the  
evaluation process.

3.3 If a ~~faculty bargaining unit~~ faculty member's assignment changes in such a  
manner as to alter ~~their~~ his/her bargaining unit status, the ~~UA Administration~~ University  
University will implement the appropriate change in status within a reasonable length of  
time. The Union will inform the ~~UA Administration~~ University University of incorrect  
unit placements within a reasonable length of time. Any concerns regarding timeliness  
under this provision shall be addressed by the parties in a meeting pursuant to Article 20.

### **UNAC Proposed Clean Copy:**

3.1 The University recognizes United Academics as the sole and exclusive  
representative for the members of the bargaining unit described below:

All regular non-adjunct faculty in the following ranks: Instructor, Assistant Professor,  
Associate Professor, Professor; Research Assistant Professor, Research Associate  
Professor, Research Professor; Visiting Instructor, Visiting Assistant Professor, Visiting  
Associate Professor, Visiting Professor; Cooperative Extension Faculty and/or Agents,  
Post Doctoral Fellows; Librarians, Counselors, Rehabilitation Faculty, Advisors, and  
other academically related personnel and department heads/chairs.

3.2 Excluded from the bargaining unit are faculty who are in the United Academics  
Adjuncts bargaining unit and all other employees of the University of Alaska including,  
but not limited to, employees in the above ranks who are supervisory or confidential.  
The University will not make a claim that department heads/chairs are supervisors based  
solely on their status as department heads/chairs or on their participation in the evaluation  
process.

3.3 If a faculty member's assignment changes in such a manner as to alter their  
bargaining unit status, the University will implement the appropriate change in status  
within a reasonable length of time. The Union will inform the University of incorrect unit  
placements within a reasonable length of time. Any concerns regarding timeliness under  
this provision shall be addressed by the parties in a meeting pursuant to Article 20.